



Corporate Social Responsibility / Environmentally Friendly Policy

1. Purpose

The purpose of this policy is to set out the values of the organisation in relation to corporate social responsibility, with particular emphasis on the environment.

2. Definition

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

3. Statement from this organisation

DAWSON-WAM Ltd believes that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

4. Impact on the environment

The organisation is committed to acting responsibly, and not damaging the environment. All employees are required to take this seriously and:

- Recycle materials wherever possible
- Not print off e-mails unnecessarily
- Consider the ethical stance of suppliers before placing orders
- Dispose of any chemicals responsibly and carefully
- Think about the impact of their actions on the local community

5. Interactions with the community

It is important to the organisation to develop good relationships with the community where the organisation operates. Employees are encouraged to become involved in community activities, and might (depending on business demands) be allowed some time off to assist in community events. Employees must make every effort not to damage the relationships that the organisation has with the community.

6. Induction process

All employees must be introduced to the approach the organisation takes to CSR and the environment during the induction process. Line managers are responsible for ensuring that this has happened, and that employees have understood all aspects of the ethical stance.

7. Training

All employees should participate in the training session run by the HR department explaining the approach of the organisation to CSR and the environment and how this has an impact on the activities carried out within the organisation.

8. Interactions with customers and suppliers

All interactions with customers and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

9. Product development

The development of all products and services within the organisation must be carried out within the guidelines set by the ethical stance.

10. Communication

All communications from the organisation must adhere to the ethical stance as set out in this policy.